



EAST TEXAS BAPTIST UNIVERSITY

TITLE IX

Your Rights, Options, and Resources

Whoever dwells in the shelter of the Most High will rest in the shadow of the Almighty. I will say of the Lord, "He is my refuge and my fortress, my God, in whom I trust."

Psalm 91:1-2

EAST TEXAS BAPTIST UNIVERSITY IS COMMITTED to providing an institutional environment where all persons may pursue their studies, careers, duties, and activities in an atmosphere free of threat of unwelcome and unwanted sexual actions. ETBU's policy prohibits sexual harassment, sexual assault, stalking, domestic violence, dating violence, and discrimination within the University community. Allegations of such actions are taken seriously and will be addressed immediately upon notification to the Title IX Coordinator. ETBU desires to keep all students, faculty, and staff informed of the available resources to help prevent such incidents from happening as well as how to report and respond if an incident of sexual violence occurs.



FROM
HEATHER HADLOCK, Ed.D.
TITLE IX COORDINATOR

East Texas Baptist University's mission to be a Christ-centered institution compels us to hold our students accountable to following biblical standards and demonstrating Christ-like character. ETBU takes allegations of sexual assault, dating violence, domestic violence, stalking, and other sexually inappropriate conduct seriously. We do all we can to create a learning environment free of sex discrimination, harassment, and violence. We strive to provide a safe environment and supportive care for all individuals who report experiences related to such discrimination, harassment, and violence. We want to make sure members of the ETBU campus community know their rights and are aware of all available resources.

These experiences can be traumatic and difficult to navigate. As the senior ranking female administrative officer at the institution, I am committed to personally providing support, care, comfort, and encouragement to those who face such situations. I am here to help you with a host of other caring and compassionate University personnel. ETBU has licensed professional counselors, pastoral care providers, and ministry staff who are available to provide additional support to the campus community.

Please contact me with any questions or concerns you may have. You can depend on me to support you through this process by providing confidentiality, equality, understanding, fairness, and due process as well as offering ministry support, resources, and pastoral care.

Sincerely,

Heather Hadlock, Ed.D.

Vice President for Student Affairs & Title IX Coordinator

| ETBU | Ornelas Student Center | 903.923.2319 | hhadlock@etbu.edu

DEFINITIONS

Sexual and Gender-Based Harassment

Sexual harassment is defined as any unwelcome conduct of a sexual nature. Sexual harassment can include unwelcome sexual advances; requests for sexual favors; and other verbal, nonverbal, or physical conduct of a sexual nature, such as sexual assault or acts of sexual violence. Gender-based harassment may include acts of verbal, nonverbal, or physical aggression, intimidation, or hostility based on sex or sex-stereotyping, even if those acts do not involve conduct of a sexual nature.

Sexual Violence and Sexual Assault

Sexual violence refers to a broad range of physical sexual acts perpetrated without a person's consent. Sexual assault is one type of sexual violence. Rape, sexual battery, and sexual coercion are also classified as sexual violence. All acts of sexual violence are forms of sexual harassment and are subject to criminal and University investigations.

Domestic and Dating Violence

Domestic and dating violence refer to hostile acts, including sexual violence, that take place within family situations and in dating relationships. This includes a current or former spouse as well as a current or former boyfriend/girlfriend. Domestic and dating violence may be considered misdemeanor or felony offenses in addition to being a violation of the University's policy.

Stalking

Stalking is a form of harassment that involves a pattern of threatening conduct that would cause a reasonable person to fear for his or her own safety; the safety of a family member; the safety of someone the person is dating; or the safety of property belonging to any of those persons. Stalking violates the University's Code of Conduct and is a felony under Texas law.

Bullying

Bullying is a form of harassment characterized by intimidation. Bullying involves any kind of conduct, speech, gesture, communication, or other act which causes or is intended to cause one to suffer fear of physical harm, alarm, intimidation, humiliation or embarrassment, or which creates a hostile environment. Whether the conduct is illegal or not, bullying and other forms of intimidation are prohibited by the University.

Consent to Sexual Activity

When considering the issue of consent to sexual activity, it is important to be mindful that the University requires students and employees to conduct themselves in accordance with a traditional and biblical code of sexual behavior as understood and defined by the University and the Baptist General Convention of Texas (BGCT) with whom the institution is affiliated and legally controlled. Any conduct of a sexual nature, whether consistent or inconsistent with the University Code of Conduct, must be with the consent of the persons involved. Consent is defined as an active agreement to engage in a certain act or be exposed to a certain situation. Sexual activity without meaningful, explicit, and ongoing consent is a violation of federal, state, and local law as well as a violation of the University's sexual harassment policy. This includes forcing, threatening, or coercing an individual into sexual contact under duress and/or against his or her free will. Consensual sexual activity involves the presence of the word "yes" without influence or incapacitation of alcohol or other drugs, pressure, force, threat, or intimidation. ETBU encourages students to pursue a life of purity.

CONFIDENTIALITY

Cases involving sexual harassment and discrimination will be considered sensitive with special care taken to maintain confidentiality. In order to safeguard the privacy of the individuals involved, dissemination of information relating to the case will be limited to the extent permitted by law.

Every effort will be made by ETBU personnel to protect complainant confidentiality including, but not limited to, holding meetings with the complainant in secure and private locations, redacting the complainant's name from any publicly available records, and only involving University personnel essential to the investigation process.

Complainants should be helped to understand that University employees are required to report details related to alleged sexual violence with the exception of the following persons who are permitted to treat as confidential any reports of sexual assault which they receive: campus mental-health counselors, pastoral counselors, ministers, or any other person with a professional license requiring confidentiality, or who is supervised by such a person. Complainants may be assured of confidentiality by reporting a sexual assault to one of these individuals.

The University strongly supports a complainant's interest in confidentiality in cases involving sexual violence.

If the University determines that it can respect a request not to disclose his or her identity to the accused person, it will take all reasonable steps to respond to the complaint consistent with the request. It should be recognized, however, that honoring a request that the complainant's name not be revealed, or that the University not investigate or seek action against the accused person, may limit the University's ability to respond fully to the incident and pursue appropriate disciplinary action or refer to local law enforcement.

FIRST STEPS AND OPTIONS

ETBU does not tolerate sexual harassment, violence, sexual assault, dating violence or stalking. If you find yourself in one of these situations, consider the following:

1 Reporting the incident

A report can be filed with the Title IX Office, the Office of Security, Compliance and Accountability, and/or local law enforcement. Campus officials will assist in notifying local law enforcement if requested. Some individuals may wish to report the assault as a crime while others may not want to report it at all. No one should be forced into making a choice right away. Regardless of whether a report is filed or not, the remaining steps should be considered as they are beneficial.

2 Getting Medical Attention

Medical attention should be sought as soon as possible. This is necessary to mitigate health risks and to determine the existence or extent of physical injury and the treatment thereof. Additionally, forensic evidence can be collected if criminal action is desired or may be desired in the future.

3 Preserving evidence of the incident(s)

It is important to preserve evidence as it may be necessary in providing proof of criminal domestic violence, dating violence, sexual assault, or stalking, or in obtaining a protective order. Evidence is best collected as soon as possible or within 24 hours of the assault.

4 Seeking counseling support

Counseling is an important aspect of the healing process. Whether the decision is made to file a report or not, seeking counseling support is encouraged.

For an online listing of resources: visit etbu.edu/titleix, or turn to page 9 of this brochure. If you have additional questions or need further assistance the Title IX Coordinator can assist you in navigating all of these resources and options. Self-care is an important part in coping with the event.

UNIVERSITY DISCIPLINARY PROCESS

ETBU's disciplinary process includes a prompt, fair, and impartial investigation and resolution process. Investigators are trained annually on Title IX issues related to sexual harassment, assault, domestic violence, dating violence, and stalking. Investigators are taught how to conduct an investigation and hearing process that protects the safety of the complainant.

The process provides:

- Confidentiality for the complainant and respondent.
- The complainant and the respondent each have the opportunity to be advised by an advisor of their choice, at their expense.
- The complainant and the respondent will be notified in writing of the outcome and results of all disciplinary proceedings.
- The complainant and the respondent each have the right to appeal the outcome of the hearing and will be notified in writing of the final outcome after the appeal is resolved.

SANCTIONS, PROTECTIVE MEASURES & INTERIM REMEDIES

ETBU may impose sanctions on the respondent and/or provide the complainant with protective measures during and after the final determination of University disciplinary procedures in cases of sexual harassment, assault, domestic violence, dating violence, and stalking.

- Protective measures for a complainant include changes in academic and/or living situations, counseling, and an order of no contact.
- Possible sanctions against the respondent include no contact orders, campus restrictions, suspension, or expulsion from the University.
- Employees may be subject to discipline, up to and including termination of employment.

To learn more about Title IX policies and procedures, visit etbu.edu/titleix

RIGHTS OF SEXUAL ASSAULT VICTIMS

Alleged victims of sexual assault and violence are protected by a number of rights as deemed by the United States Department of Education's Office of Civil Rights, if they choose to proceed with criminal prosecution, including:

1

You have the right to be:

- (a) treated with fairness, dignity and respect; and
- (b) free from intimidation, harassment and abuse;

2

You have the right to be informed, upon request, when a person who is:

- (a) accused of committing; or
- (b) convicted of committing;
a crime perpetrated directly against you is released from custody or has escaped.

3

You have the right to confer with a representative of the prosecuting attorney's office:

- (a) after a crime allegedly committed has been charged;
- (b) before the trial of a crime allegedly committed; and
- (c) before any disposition of a criminal case.

The right does not include the authority to direct the prosecution of a criminal case.

4

You have the right to have your safety considered when decisions are made concerning pre-trial release from custody of a person accused of committing a crime against you.

5

You have the right to be heard at any proceeding involving sentencing, a post-conviction release decision, or a pre-conviction release decision under a diversion program for treatment of addiction or mental health.

6

If the accused criminal is convicted, you have the right to make a written or oral statement to be used in a pre-sentence report. You have a right to read a Victim's Pre-sentence Report.

RESOURCES AVAILABLE

TITLE IX OFFICE

903.923.2319

The Title IX Office coordinates the University's efforts to prevent and effectively respond to all forms of sexual misconduct impacting the ETBU community, including sexual assault, violence, harassment, discrimination, dating and domestic violence, and stalking.

TITLE IX OFFICE

Title IX Coordinator

Dr. Heather Hadlock

903.923.2319

1st Floor, Ornelas Student Center

Title IX Deputy Coordinator for Faculty

Dr. Emily Prevost

(903) 923-2074

405 Marshall Hall

Title IX Deputy Coordinator for Staff

Ned Calvert

903.923.2121

401 Marshall Hall

Title IX Deputy Coordinator for Students

Mr. Larry Northcutt

(903) 923-2117

106 Marshall Hall

THE OFFICE FOR WOMEN'S SUPPORT SERVICES

903.923.2319

The Office for Women's Support Services addresses the academic, social, spiritual, and emotional development needs, as well as the health and safety concerns, of female students. The Office provides opportunities for women to convene as a community for advocacy, collaboration, research, and education.

THE DEPARTMENT FOR SECURITY, COMPLIANCE, AND ACCOUNTABILITY

903.923.2117

The Department for Security, Compliance, and Accountability works to establish a safe and secure campus environment while ensuring the University is in compliance with the Clery Act; Violence Against Women Act (VAWA); NCAA requirements; local, federal and state law; and other reporting agencies. The Director of the Department of Security, Compliance, and Accountability also serves as the Deputy Title IX Coordinator for Students. The Director is charged with providing spiritual, relational, and academic accountability to our male students as well as providing accountability to Christian character and ethics in our Tiger Athletic Department and among the student body.

COUNSELING SERVICES

ETBU Counseling Care Center
903.923.2360

Dr. Joan Strutton
903.923.2361
Counseling Center, Jarrett Library

SPIRITUAL DEVELOPMENT AND MINISTRY

Dr. Scott Bryant
903.923.2178
1st Floor, Ornelas Spiritual Life Center

Dr. Lisa Seely
903.923.2175
1st Floor, Ornelas Spiritual Life Center

Jennifer Curran
903.923.2320
1st Floor, Ornelas Student Center

Leigh Anne Delk
903.923.2184
211 Scarborough Hall

ACADEMIC SERVICES

Academic Success
903.923.2076
3rd Floor, Marshall Hall

WOMEN’S CENTER OF EAST TEXAS

MARSHALL
2109 Victor Dr.
Marshall, TX 75672
903.934.9661
800.441.5555

WOMEN’S CENTER OF EAST TEXAS

LONGVIEW
1415 McCann Rd.
Longview, TX 78601
903.295.7526
800.441.5555

MEDICAL SERVICES

Good Shepherd Medical Center
811 S Washington Ave.
Marshall, TX 75670
903.927.6000

Good Shepherd Medical Center
700 East Marshall Ave.
Longview, TX 75601
903.315.2000

Christus Highland Medical Center
1453 East Bert Kouns Industrial Loop
Shreveport, LA 71105
318.681.4500

LAW ENFORCEMENT

University Security Office
Kevin Caffey, Vice President for Enrollment
and Administrative Affairs
903.923.2011
First Floor, Marshall Hall

Larry Northcutt, Director of Security,
Compliance, and Accountability
903.923.2323
903.407.8189
First Floor, Marshall Hall

Marshall Police Department
2101 East End Blvd. N
Marshall, TX 75670
903.935.4575

Harrison County Sheriff’s Department
200 West Houston St.
Marshall, TX 75670
903.923.4000

ETBU



EAST TEXAS BAPTIST
UNIVERSITY

WE ARE HERE TO HELP!

East Texas Baptist University
Title IX Office | Ornelas Student Center | 903.923.2319
etbu.edu/titleIX

**If you or someone you encounter has an emergency situation
Call 9-1-1**

*Finally, brothers and sisters, whatever is true,
whatever is noble, whatever is right, whatever is pure,
whatever is lovely, whatever is admirable
—if anything is excellent or praiseworthy—
think about such things.
Whatever you have learned or received or heard from me,
or seen in me—put it into practice.
And the God of peace will be with you.*

Philippians 4:8-9